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ABSTRACT

The purpose of this study was to gather preliminary evidence regarding the properties of an instrument designed to assess the behavior congruence responses of adults (Congruency Behavior Scale-CBS). The instrument, in its present form, consists of 45 items. Subjects were 135 graduate students. Responses were subjected to a number of analytical procedures. Congruency scores for each item are presented. The following items elicit predominantly congruent responses: lacks self-confidence; easily led; always giving advice; acts important; bossy; and dominating. These items elicit predominantly incongruent responses: self-respecting; firm but just; capable of complaint if necessary; resentful of being bossed; and hard to impress. Categorical responses to the items demonstrate that generally incongruent responses are dominated by "I am and should not be, ideally" while congruent classifications are dominated by "I am and I should be, ideally". All items met the criterion for acceptable discrimination. The mean congruency score was 22.6 with a standard deviation of 13.5. The KR-20 reliability coefficient was .96 with a concomitantly small standard error of measurement. These results suggest that it is possible to assess the construct of congruency behavior. Such information may facilitate future counselor training. (Author/JLL)

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CG 011 484

The Validation of a
Counselor Behavior Congruency Scale - Technical Supplement

Robert Bollet and Charles Dziuban

Introduction

It was the purpose of this study to gather preliminary evidence regarding the properties of an instrument designed to assess the behavior congruency responses of adults (Congruency Behavior Scale - CBS). The instrument in its present form consists of forty-five (45) items to which an individual may signal one of the following response patterns:

I am and I should not be ideally
I am not and I should be ideally
I am and I should be ideally
I am not and I should not be ideally

The first two represent incongruent responses while the final two signal congruent behavior. Pelser (1975) using a longer version of the scale (CBS-I) was able to demonstrate a substantial increase in the mean congruency responses of a group of subjects who underwent counseling. Her research was the first indication of the instrument's validity.

The Present Study

Forty-five (45) items randomly selected from the CBS-I were used as the basis of the present form (CBS-II). It was administered to one hundred thirty-five (135) graduate students at Florida Technological University. Those responses were subjected to the following analytic procedures:

1) The proportion of responses for each category per item was determined.
2) The item difficulties were determined in the sense of congruency.
3) The item total score correlations were determined.

4) The internal consistency (KR-20) reliability coefficient was determined.

5) The standard error of measurement was determined.

Results

The congruency scores for each of the items are presented in Table 1. If 59% were arbitrarily used as a cut-off point, the following items would be classified as eliciting predominantly congruent responses:

Lacks self-confidence
Easily led
Always giving advice
Acts important
Bossy
Dominating

while the following would comprise predominantly incongruent responses:

Self-respecting
Firm but just
Can complain if necessary
Resents being bossed
Hard to impress

The remaining items were approximately proportional so that no predominance emerged. There is presented in Table 2 the categorical responses to the items. It may be observed that generally the incongruent responses were dominated by "I am and should not be ideally." Twenty-seven (27) of the items in the congruency classification were dominated by the response pattern "I am and I should be ideally."

There is presented in Table 3 item total score correlations as well as a summary of the measurement properties of the instrument. It may be observed that all of the items met the criterion for acceptable discrimination. The

mean congruency score was 22.6 with a standard deviation 13.5. The KR-20 reliability coefficient was .96 with a concomitantly small standard error of measurement.

These preliminary results seem to suggest that it is indeed possible to assess the construct of congruency behavior. Additional research is necessary, but we view these results with cautious optimism and feel that such information might facilitate counselor training.

Table 1

Congruency Scores for Each of the Items

Item	Congruent N	Congruent %	Incongruent N	Incongruent %
Well thought of	69	50.7	67	49.3
Able to give orders	52	38.2	84	61.8
Self-respecting	68	50.0	68	50.0
Independent	60	44.1	76	55.9
Able to take care of self	69	50.7	67	49.3
Can be indifferent to others	60	44.1	76	55.9
Firm but just	47	34.6	89	65.4
Can be frank and honest	69	50.7	67	49.3
Can complain if necessary	54	39.7	82	60.3
Able to criticize self	68	50.0	68	50.0
Apologetic	60	44.1	76	55.9
Can be obedient	63	46.3	73	53.7
Usually gives in	57	41.9	79	58.1
Appreciative	72	52.9	64	47.1
Affectionate and understanding	68	50.0	68	50.0
Considerate	75	55.1	61	44.9
Encourages others	69	50.7	67	49.3
Helpful	77	56.6	59	43.4
Big-hearted	65	47.8	71	52.2
Respected by others	63	46.3	73	53.7
Likes responsibility	60	44.1	76	55.9
Self-reliant	67	49.3	69	50.7
Likes to compete with others	59	43.4	77	56.6
Hard-boiled when necessary	62	45.6	74	54.4
Stern but fair	64	47.1	72	52.9
Resents being bossed	51	37.5	85	62.5
Skeptical	55	40.4	81	59.6
Hard to impress	71	52.2	65	47.8
Touchy and easily hurt	71	52.2	65	47.8
Easily embarrassed	64	47.1	72	52.9
Lacks of self-confidence	86	63.2	50	36.8
Easily led	89	65.4	47	34.6
Modest	67	49.3	69	50.7
Very respectful to authority	68	50.0	68	50.0
Trusting and eager to please	63	46.3	73	53.7
Always pleasant and agreeable	61	44.9	75	55.1
Wants everyone to like him	70	51.5	66	48.5
Sociable and neighborly	66	48.5	70	51.5
Warm	69	50.7	67	49.3
Tender and soft-hearted	74	54.4	62	45.6
Gives freely of self	57	41.9	79	58.1
Always giving advice	87	64.0	49	36.0
Acts important	110	80.9	26	19.1
Bossy	101	74.3	35	25.7
Dominating	95	69.9	41	30.1

Table 2

Frequency Distributions for the Item Responses

Item	XO		OX		XX		OO*	
	N	%	N	%	N	%	N	%
Well thought of	60	44.4	7	5.2	64	47.4	4	3.0
Able to give orders	50	37.0	33	24.4	41	30.4	11	8.1
Self-respecting	48	35.6	19	14.1	66	48.9	2	1.5
Independent	53	39.3	23	17.0	54	40.0	5	3.7
Able to take care of self	57	42.2	9	6.7	67	49.6	2	1.5
Can be indifferent to others	62	45.9	14	10.4	11	8.1	48	35.6
Firm but just	40	29.6	48	35.6	41	30.4	6	4.4
Can be frank and honest	44	32.6	22	16.3	62	45.9	7	5.2
Can complain if necessary	64	47.4	17	12.6	47	34.8	7	5.2
Able to criticize self	53	39.3	14	10.4	59	43.7	9	6.7
Apologetic	63	46.7	12	8.9	35	25.9	25	18.5
Can be obedient	68	50.4	4	3.0	45	33.3	18	13.3
Usually gives in	58	43.0	20	14.8	6	4.4	51	37.8
Appreciative	56	41.5	8	5.9	67	49.6	4	3.0
Affectionate and understanding	50	37.0	17	12.6	65	48.1	3	2.2
Considerate	51	37.8	9	6.7	71	52.6	4	3.0
Encourages others	55	40.7	11	8.1	67	49.6	2	1.5
Helpful	51	37.8	7	5.2	72	53.3	5	3.7
Big-hearted	48	35.6	22	16.3	47	34.8	18	13.3
Respected by others	48	35.6	24	17.8	56	41.5	7	5.2
Likes responsibility	38	28.1	37	27.4	44	32.6	16	11.9
Self-reliant	48	35.6	20	14.8	54	40.0	13	9.6
Likes to compete with others	42	31.1	34	25.2	20	14.8	39	28.9
Hard-boiled when necessary	37	27.4	37	27.4	24	17.8	37	27.4
Stern but fair	44	32.6	28	20.7	37	27.4	26	19.3
Resents being bossed	67	49.6	18	13.3	14	10.4	36	26.7
Skeptical	62	45.9	19	14.1	12	8.9	42	31.1
Hard to impress	45	33.3	20	14.8	13	9.6	57	42.2
Touchy and easily hurt	54	40.0	10	7.4	4	3.0	67	49.6
Easily embarrassed	60	44.4	11	8.1	3	2.2	61	45.2
Lacks self-confidence	36	26.7	13	9.6	1	0.7	85	63.0
Easily led	30	22.2	16	11.9	1	0.7	88	65.2
Modest	54	40.0	14	10.4	19	14.1	48	35.6
Very respectful to authority	54	40.0	13	9.6	38	28.1	30	22.2
Trusting and eager to please	65	48.1	7	5.2	34	25.2	29	21.5
Always pleasant and agreeable	19	14.1	55	40.7	19	14.1	42	31.1
Wants everyone to like him	51	37.8	14	10.4	20	14.8	50	37.0
Sociable and neighborly	41	30.4	28	20.7	49	36.3	17	12.6
Warm	50	37.0	16	11.9	56	41.5	13	9.6
Tender and soft-hearted	54	40.0	7	5.2	41	30.4	33	24.4
Gives freely of self	44	32.6	34	25.2	40	29.6	17	12.6
Always giving advice	34	25.2	15	11.1	3	2.2	83	61.5
Acts important	10	7.4	16	11.9	2	1.5	107	79.3
Bossy	19	14.1	16	11.9	3	2.2	97	71.9
Dominating	26	19.3	13	9.6	4	3.0	90	66.7

*XO I am and I should not be ideally
OX I am not and I should be ideally
XX I am and I should be ideally
OO I am not and I should not be ideally

Table 3

Summary Item Analysis Data for the CBS-II

Item	Discrimination Index
Well thought of	.71
Able to give orders	.55
Self-respecting	.79
Independent	.66
Able to take care of self	.80
Can be indifferent to others	.39
Firm but just	.63
Can be frank and honest	.67
Can complain if necessary	.65
Able to criticize self	.75
Apologetic	.50
Can be obedient	.60
Usually gives in	.44
Appreciative	.78
Affectionate and understanding	.79
Considerate	.80
Encourages others	.77
Helpful	.78
Big-hearted	.74
Respected by others	.72
Likes responsibility	.60
Self-reliant	.71
Likes to compete with others	.52
Hard-boiled when necessary	.57
Stern but fair	.65
Resents being bossed	.50
Skeptical	.42
Hard to impress	.53
Touchy and Easily hurt	.50
Easily embarrassed	.50
Lacks of self-confidence	.45
Easily led	.43
Modest	.56
Very respectful to authority	.65
Trusting and eager to please	.65
Always pleasant and agreeable	.44
Wants everyone to like him	.56
Scoiable and neighborly	.67
Warm	.76
Tender and soft-hearted	.70
Gives freely of self	.62
Always giving advice	.44
Acts important	.58
Bossy	.50
Dominating	.40

$\bar{X}$ = 22.59
KR-20 = .96
S.D. = 13.50
$S_{\bar{X}}$ = 2.64

Reference

Pelser, N. The Standardization of a Congruency Scale for Counselor Trainees. (Unpublished Master's Thesis, Florida Technological University, 1975).

Cumulative Percentage Points for the Congruency Scores

Score	Cumulative Percentage
0	4.4
1	8.8
2	9.6
3	11.0
4	14.7
5	15.4
6	16.9
7	17.6
8	20.6
9	22.8
10	25.0
11	26.5
12	29.4
13	31.6
14	35.3
15	38.2
16	39.7
18	41.2
20	43.4
21	44.1
22	44.9
23	46.3
24	47.8
25	49.3
26	52.2
27	53.7
28	55.1
29	59.6
30	64.0
31	66.2
32	67.6
33	73.5
34	76.5
35	78.7
36	83.1
37	86.0
38	89.0
39	91.2
40	92.6
41	94.1
42	97.1
43	97.8
45	100.0